

**West Allis-West Milwaukee Education Association**  
**Representative Assembly Meeting:**

November 12, 2008

**Schools Represented: Central H.S., Hale H.S., West Milwaukee Intermediate School, Lincoln Intermediate School, Franklin, Hoover, Horace Mann, Irving, Jefferson, Madison, Mitchell, Pershing, Walker, Wilson**

**Executive Board: Maureen Marek, Nancy Nienhuis, Peg Oberbeck, Angela Bina, Sandy Nass, Chris Morrissey, Chad Lehman, Julie Stringer, Lynn Malloy, Jeff Sikich, Ryan Rutz**

President Jeff Sikich called the meeting to order at 4:07 PM at the UEP Building

The minutes of the October 8, 2008 RA Meeting were approved as

**President: Jeff Sikich**

- Jeff has received information from NEA about release time for our Association President. At this time we will not pursue release time for the president.
- Two members will be funded to attend the Midwest Regional Conference this year in January (16-18) which will be held in Chicago.
- Jeff talked about NEA and Civil Rights Award and sent around sheet.
- District had a question about USEFUL workshops. It was explained to the District at Labor Management.
- New Teacher Evaluation was also discussed at Labor Management. Call Peggy or Jeff if you have questions.

**Vice President: Nancy Nienhuis**

- No Report

**P R & R Secondary: Peg Oberbeck**

**Conferences/Grad Classes or other conflicts**

- The contract states that teachers will be excused from a faculty meeting for district approved grad classes.
- This does not include one time events like open house and parent conferences.
- Teachers should discuss the situation with their instructor about making up class time.
- If there are extenuating circumstances, discuss it with your principal.
- If you are given permission to miss conferences you will be expected to make up the time by contacting parents, and documenting the use of your own time.
- If permission is not granted by the principal, HR will follow the language of the contract.

**New Teacher Evaluation**

- There continues to be a lot of confusion about the new evaluation process in various buildings.

- The new Teacher Evaluation process was discussed at the last Labor Management Meeting. The district indicated that we are in a 2 year transitional time to implement the new evaluation process. The communication model has been working in the district. Discuss any concerns with your principal and if not satisfied contact PR&R or Human Resources. The District will be asking for feedback next semester regarding the new evaluation process.
- If you are not satisfied with an evaluation be sure to reply to the evaluation with a short, positive correction of the actual events in your class. The walk through visits are not evaluative and cannot be used by the district as an observation or evaluation method.

### **Secondary Department Meeting Schedules – meeting was held at Central HS**

- Dates of the meetings were switched from past practice by Anne Groh without any discussion or mutual agreement. This caused problems for staff who had previously scheduled events.
- Anne Groh was told to offer available days by administration. Jerry Braun informed her that the district has the final say on the scheduling of the meetings.
- Ron Simonis told her that all department chairs had been notified of planned changes at the end of last year.
- It was suggested that dept meeting dates be determined at the end of each school year so staff can make arrangements for child care, second jobs and grad classes.

### **Docking Pay for missing Secondary Department Meeting**

- Anne Groh asked HR what she should do about people who “skip out” on district department meetings.
- Kristen Gurtner has indicated that there is no intention to dock pay for missing a meeting unless there is an established pattern of behavior. Teachers are also allowed to leave their buildings immediately after school ends so district meetings can start promptly at 3:10 PM.
- This has not been a past practice in the district. The contract states, “Such approval shall not be unreasonably withheld.” This was discussed at Labor Management and resolved.

### **Communications Issues with Academic Principal**

- Many secondary staff had concerns with the communication style of Anne Groh. Many staff perceived threats and have experienced abrupt responses and being talked down to from Anne Groh.
- Anne indicated that she is communicating to teachers what other administrators in the district have told her is district policy. She said that this is a hard role to come into and has at times felt attacked while trying to implement the policies of the district.

### **P R & R Elementary: Jeff Sikich**

- Jeff and Sandy are working on current issues at the elementary level. There are no major concerns at this time. Concerns regarding specialist’s schedules will be brought up again at the December Labor Management Meeting.

**Negotiations: Chad Lehman**

- The negotiation team met with the district on November 11th for a bargaining session following a Labor-Management meeting. The team and district have come to a Tentative Agreement for the 2007-2009 and 2009-2011 School Year. A General Membership meeting will be Monday November 17<sup>th</sup> at Central High School starting at 4:00 PM. All department meetings have been cancelled on Monday November 17<sup>th</sup> by the District so members can attend the General Membership Meeting. Tuesday November 25<sup>th</sup> will be a question and answer session at Central High School starting at 4:00 PM. Monday December 1<sup>st</sup> will be the date that we vote on both contracts. Both contracts must pass at the same time.
- The Southeast Regional Bargaining Seminar is open to anyone interested in learning more about negotiations. There is no cost to attend any of the six 2-hour sessions. This seminar is a series of training sessions throughout the 2008-2009 school year. All sessions are held at the UEP office in Brookfield from 5:30-7:30 with a light snack available at 5:00. Contact Sandy Nass with any questions.

**Treasurer: Ryan Rutz**

- Ryan passed out handout regarding financial status of Association.

**Director/Political Action/Legislative Chair: Linda Wamboldt**

- National and Local elections went well. Linda is looking ahead to the upcoming School Board elections in January.

**Director/Membership: Angela Bina**

- Angela is working on making a Members only distribution list.

**Executive Director: Sandy Nass**

- Sandy updated Representative Assembly on current issues.
- December 8, 2008 is the date for the Retirement Seminar at 6:30 PM at the UEP Building.
- Sandy talked about Southeast Bargaining Sessions. There will be 6 Bargain Session dates: November 18<sup>th</sup> ; December 15<sup>th</sup> ; January 8<sup>th</sup> ; February 17<sup>th</sup> ; March 26<sup>th</sup> ; April 28<sup>th</sup>. Please contact Sandy if you have any questions.

**Director/Events & Activities/ Public Relations/Community Outreach Chair:**

**Chris Morrissey**

- No Report

**Director/Professional Development: Maureen Marek**

- No Report

**Communications/Parliamentarian and Elections Chair: Julie Stringer**

- Please send any articles you have for *The Word* to Julie so they can be included in the next issue.

**Unfinished Business**

- Jill Miller has been appointed as West Suburban Council Representative.
- We are still in need of a PTA Council Representative. Please let Jeff know if you are interested.

**New Business**

- None

The meeting was adjourned at 5:00 PM

Minutes respectfully submitted by Lynn Malloy, Secretary